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COMMUNITY MEETING

May 23, 1984

held by the

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POSITION STATEMENTS

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RECOMMENDATIONS FOR ACTION

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COMMUNITY MEETING

May 23, 1984

held by the

SAN FRANCISCO COMMISSION ON THE STATUS OF WOMEN

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City and County of San Francisco Commission on the Status of Women

June 26, 1984

The Honorable Dianne Feinstein
Mayor of San Francisco
200 City Hall
San Francisco, California 94102

Dear Mayor Feinstein:

On behalf of the Commission on the Status of Women, please accept the position statements which follow as the product of the sixty-four women and men participating in our election year community meeting on May 23, 1984. Each position statement is followed by a copy of the signatures of those attending the meeting which indicates their support and agreement with that statement, as well as a typed listing of those signatories. We are currently in the process of obtaining more endorsements of these statements from organizations and individuals.

We urge you to review these statements carefully, as we feel they represent a broad collection of viewpoints and recommendations for action from individuals and organizations with a sincere and often longtime interest in advancing women's rights and opportunities. Participation included such diverse groups as: San Francisco National Organization for Women, Women in Need, Lyon-Martin Clinic, Advocates for Women, Northern California Women for Business Ownership, California Northern Assembly of Religious Women, Sabor Latino, San Francisco Women's Economic Agenda, Options for Women Over Forty, Center for Independence of the Disabled, Theatrical Employees Union, and the Refugee Women's Program (please see attendance list enclosed).

We hope that we can continue to work with you to implement some of the recommendations for action included in these statements. We think that you will agree that there is much work to be done to insure women full equity in our City, and we hope to continue to find your support of our efforts toward this goal.

Thank you very much for your consideration of these statements and for your continuing support of the Commission. Of course, we will be happy to discuss these statements and our activities with you at any time.

Sincerely,

Drucilla

Drucilla Stender Ramey
Chair

DSR:JH
Enclosures

cc: Each Member of the Commission

(415) 553-3653 1095 Market Street, Room 505 San Francisco 94103

POSITION STATEMENTS AND RECOMMENDATIONS FOR ACTION

COMMUNITY MEETING

May 23, 1984

TABLE OF CONTENTS

Access to Mobility in Employment and Education	1 - 5
Childcare	6 - 10
Comparable Worth	11 - 16
Health	17 - 21
Lesbian Rights	22 - 25
Racial and National Origin Discrimination	26 - 29
Violence Against Women	30 - 34
List of Attendees	35 - 37
Credits	37

City and County of San Francisco Commission on the Status of Women

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

ACCESS TO MOBILITY IN EMPLOYMENT AND EDUCATION

Statement of Principle:

Both the public and private sectors should reactivate their commitment to affirmative action through job training, education and enforcement of current policies. Enforcement of affirmative action policies includes: increased advancement opportunities; training and preparation for women in "non-traditional" jobs; educational curricula designed to increase skills; and equity in corporate-sponsored training opportunities. Funding priorities should be changed from a bloated defense budget toward economic access to mobility in employment and education.

Recommendation for Action:

- Treat appropriate pregnancy and paternity leave policies as special health leave issues. Both women and men should be entitled to parental leave without jeopardizing their jobs.
- Expand federal funding allocations to programs serving disadvantaged and low-income women.
- Ensure mandatory grievance procedures to handle charges of sexual harassment in the workplace.
- Ensure protection of sexual harassment victims during grievance procedure processes.
- Appoint ombudspersons for sexual harassment problems.
- Expand resources for women wanting to start their own businesses, such as guaranteed loans to start new businesses.
- Expand educational loans eligibility, making loans available to women who have children, with adjustments for cost of living increases.
- Provide career counseling for young women in grades 6 through 12, advising them on courses and skills preparation for broader career and educational opportunities.
- Expand sex equity in educational programs, including math, science and vocational education, and in other areas that are underpopulated by women.
- Develop quality bilingual education programs in primary and secondary education.

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

ACCESS TO MOBILITY IN EMPLOYMENT AND EDUCATION

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

ACCESS TO MOBILITY IN EMPLOYMENT AND EDUCATION

SIGNATORIES

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

ACCESS TO MOBILITY IN EMPLOYMENT AND EDUCATION

SIGNATORIES

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

ACCESS TO MOBILITY IN EMPLOYMENT AND EDUCATION

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

CHILDCARE

Statement of Principle:

The availability of quality, affordable childcare is the right of every person in the City and County of San Francisco, and is essential to the economic and psychological well-being of the children and families of San Francisco.

Recommendations for Action:

- Secure public commitment to childcare.
- Make childcare a priority issue in the disbursement of public funds.
- Secure legislative support at all levels of government for childcare issues.
- Focus attention on racial, class and economic barriers to childcare.
- Implement a comprehensive review by the City of childcare needs by geographic area.
- Assure that all city agencies exercise leadership in developing and implementing childcare programs.
- Create programs which address the needs of teenage mothers, e.g., there is no program in Bayview-Hunter's Point, an area which has the highest number of teenage parents in the City.
- Assure that City agencies take leadership in locating and providing suitable space for children, including the City Planning Department, Redevelopment Agency, Recreation & Parks Department, Housing Authority, Unified School District, and other agencies with control over public space.

  These agencies should establish a task force to survey available space and its feasibility for use by childcare programs. Agencies should make space available free of charge for children's programs and coordinate the establishment of programs for these sites.
- Assure that the City Planning Department supports the current proposed amendment encouraging developers to provide childcare space in new developments.

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

CHILDCARE

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

CHILDCARE

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

CHILDCARE

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

CHILDCARE

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City and County of San Francisco Commission on the Status of Women

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

COMPARABLE WORTH

Statement of Principle:

People whose work is of comparable worth should receive equal pay.

Recommendation for Action:

- Increase enforcement of Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963.
- Develop a comparable worth plan for City workers by 1984. Create a bipartisan advisory/planning committee, composed of 70% women and minorities and 30% experts on comparable worth, to develop and implement a comparable worth plan.
- Implement this plan by 1985.
- Initiate and increase a dialogue generated and directed by the Commission on the Status of Women on comparable worth to explore and eliminate pay inequities.
- Develop a comparable worth plan for the private sector, with input from private sector representatives.
- Educate the public, the media and politicians on the issue; develop a speakers' bureau.
- Increase access and distribution of information on comparable worth.
- Persuade the Mayor to be an informed, enthusiastic advocate of comparable worth.
- Secure a commitment from the Mayor that she will make a public statement at the Democratic National Convention on comparable worth.

The Concept of Comparable Worth:

- Women are segregated into certain jobs and professions and those jobs and professions are then underpaid because they are held by women. The concept of equal pay for equal work attacks the problem that people holding the same or virtually identical jobs are paid differently because of their sex. The concept of equal pay for work of comparable worth attacks the

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problem that people holding jobs which are different in content but of the same worth to the employer are paid differently because of their sex. The public should be educated on this distinction.

- Denial of equal pay for comparable worth constitutes unlawful employment discrimination in violation of state and federal laws.

- Other forms of sex discrimination in employment include discrimination in hiring, promotion, training, lay-off and discharge.

- Public dialogue must begin to explore and resolve comparable worth issue.

- It must be understood that employment discrimination, including denial of equal pay for comparable worth, deprives women of the economic power to change and stabilize their lives, and helps to keep them near or below the poverty level.

- Pay inequities must be investigated, documented and ended.

- Women must gain the information necessary to challenging and ending pay inequities.

- The California Women's Economic Agenda is a viable and useful way to help women out of poverty, end segregation of the workforce, and end the undervaluation of jobs women hold. The Mayor and the Board of Supervisors must lead the fight against pay inequities in the public and private sectors, and must be informed on the issue by corporate women as well as public interest advocates.

- Pay equity is illegal employment discrimination, not a budget balancing issue that can be treated as a political football.

- The public, government, unions and the private sector must understand, recognize and define the diversity of women at work and must work to bring working women out of poverty, with recognition of the relationship that maintaining the minimum wage, giving women-owned businesses a fair share of City contracts, protective laws, and the assurance of fair pay and equal opportunities for all workers have to women's economic status.

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

COMPARABLE WORTH

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

COMPARABLE WORTH

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

COMPARABLE WORTH

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

COMPARABLE WORTH

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Shelley Henderson

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Beverly Bergman, Center for the Independence of the Disabled

Esther Talavera "Options"

City and County of San Francisco Commission on the Status of Women

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

HEALTH

Statement of Principle:

Full physical and financial access for all women and their families to community-oriented, comprehensive, high-quality and low cost health care service is imperative, and must be provided with full recognition that health is determined by affordable housing, adequate nutrition, quality public education, and fairly compensated employment in safe working conditions. All women should have equal access to safe and affordable abortions, free from legislative or other forms of harassment.

The diversion of funds needed for health and human services in this country into military spending and intervention in the internal affairs of other nations must be ended.

Recommendations for Action:

- Increase funding for the medical needs of the disabled.
- Disseminate more funds to community health centers rather than San Francisco General Hospital.
- End insurance discrimination against the disabled, women in general, and women over forty.
- Increase MediCal and federal funding for abortions and family planning.
- Focus local monies on health services for underserved communities.
- Address the health service needs of low-income women, minorities and Lesbians.
- Increase funding for job training to allow mobility for nurses' aides, Licensed Vocational Nurses, and nurse practitioners.
- End discrimination against minority women in access to nursing homes.
- Support funding for residential treatment services for alcoholic women and their children.
- Increase funding for prenatal care in a culturally appropriate manner and a community based setting.
- Provide funding for programs in health education which give women more power in the health care system and more control over their own bodies,

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and which are culturally appropriate to the hearing and visually impaired populations.

- Provide school nurse programs to ensure the availability of a nurse in each school for screening, treatment, referral and education.

- Provide home health services and funding for programs for victims of chronic illness and of diseases affecting the elderly, including adult day health services and family respite programs.

- Increase programs addressing child abuse, incest, and child sexual abuse.

- Investigate the present Registered Nurses exam which is charged with discrimination against Blacks (50 - 65% failure rate), immigrants and older examinees.

- Protect all citizens' constitutional right to choose whether or not to have children, without governmental interference.

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

HEALTH

SIGNATORIES

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Center for Indep. of Disabled
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Commission on the Status of women

Community Meeting May 23, 1984

Position Statement

HEALTH

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Commission on the Status of Women

Community Meeting, May 23, 1984

Position Statement

HEALTH

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Lorraine R. Wiles

Jeanne Casatelli

City and County of San Francisco Commission on the Status of Women

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

LESBIAN RIGHTS

Statement of Principle:

The City of San Francisco must address and take seriously Lesbian rights.

Recommendations for Action:

- Lobbying by the City of San Francisco of the state and federal governments for enaction of anti-discrimination laws affecting Lesbians, particularly by petitioning Governor Deukmejian to reintroduce and support Assembly Bill 1, which would prohibit discrimination in employment based on sexual orientation.
- Amend the present gay rights ordinance to include stiff penalties against sexual orientation discrimination; actively enforce the ordinance.
- Provide funds from the City to Lesbian supportive services, proportionate to their ratio in the population, in the areas of: health care, alcohol and substance abuse, violence against Lesbians, discrimination in the workplace and in housing, childcare, child custody, youth services, low-income services, police recruitment of Lesbians, police violence against Lesbians, and education of students regarding Lesbian lifestyles.
- Establishment by the City of San Francisco of employment services for Lesbians.
- Direct the Human Rights Commission's Lesbian/Gay Advisory Committee to develop trainings and workshops on homophobia, Lesbian rights, and discrimination for City workers.

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

LESBIAN RIGHTS

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

LESBIAN RIGHTS

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

LESBIAN RIGHTS

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Laura Frash

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Mary Larkin

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

RACIAL AND NATIONAL ORIGIN DISCRIMINATION

Statement of Principle:

Full equality and justice for women of color/minority/ third world women must be insured in all sectors of society. Racism in the workplace must be ended. The disparity between white women's wages and the wages of women of color must be eliminated.

Recommendations for Action:

- Provide in-service training on race and national origin discrimination for City employees and employers.
- Promote women of color/minority/third world women to policy-setting and decision-making positions.
- Recruit and train women of color/minority/third world women for non-traditional and higher paying jobs (e.g., plumbers, electricians, carpenters).
- Impose wage adjustments for unequal wages paid to women along color lines.
- Hire women of color/minority/third world women to other than service-type positions.
- Conduct outreach to women of color/minority/third world women on how to get into non-traditional and higher paying jobs.
- Eliminate race discrimination which is perpetrated by sexual harassment.

* The usage of "women of color/minority/third world women" is included because these three categories are presently used in the United States by different groups when referring to non-white women. There is continuous discussion regarding the usage of these three categories.

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

RACE/NATIONAL ORIGIN

SIGNATORIES

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

RACE/NATIONAL ORIGIN

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J. Macante

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Suzan Houseman, Women in Need

Cynthia Meal

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

RACE/NATIONAL ORIGIN

SIGNATORIES

Lorraine Wiles

Isabel Huie

Maria Medina Serafin

Mary Etta Roley

Barbara Squires

Angela Bumbera, Refugee Women's Program

Anne Christine Brockway

Carolyn L. Wright, M.D.

Mary E. Hachembrackt

Jewell Becknell

Addie Wallace

Esther Talavera, Options

Laura Campbell

Katie Thickstun, Theatrical Employees Union, IATSE, Local B-18

Valerie Bush

Barbara Woodward, Advocates for Women

City and County of San Francisco Commission on the Status of Women

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

VIOLENCE AGAINST WOMEN

Statement of Principle:

All women have the right to a life free of violence. The City and County of San Francisco must take the following steps to:

- Curb and end all violence against women and children in our City, including sexual assault, domestic violence, incest, child abuse, elderly abuse, marital rape, and economic and racial violence against women;
- Recognize and promote public acknowledgement of the pervasiveness of violence against women and children, and that this violence is a crime and a form of social control affecting half of the women and children in our City;
- Use all resources available to combat and prevent violence against women and children;
- Ensure the availability of direct services, public education and prevention efforts which empower women.

Recommendations for Action:

- Allocate ongoing City funds for new and existing programs and services dealing with violence against women and children, e.g., shelter and legal services.
- Allocate ongoing City funding for new and existing bilingual/bicultural services dealing with violence against women and children.
- Ensure public education of all communities in San Francisco through all viable means, including the media, bilingual materials, etc.
- Fund and mandate child abuse, child sexual abuse, and domestic violence prevention programs in all schools.
- Provide affordable and accessible self-defense classes and training.
- Increase and expedite the availability of all forms of financial assistance and employment opportunities for victims of violence.

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- Support the abolition of all prostitution laws and end police harassment, racism and brutality against prostitutes.

- Mandate standardized training for public employees (police and other criminal justice personnel, medical personnel, social services personnel, teachers, welfare worker, et al) on domestic violence, adult sexual assault, child sexual abuse and exploitation.

- Encourage the courts to implement the state law regarding the legality and issuance of ex parte restraining orders (i.e., "kick out orders").

- Support grassroots community efforts to develop bilingual/bicultural services to third world/minority/women of color and their children who are victims of violence.

- Support on a state and national level the standardization of progressive legislation dealing with domestic violence, sexual assault, and the sexual exploitation of women and children.

Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

VIOLENCE AGAINST WOMEN

SIGNATORIES

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

VIOLENCE AGAINST WOMEN

SIGNATORIES

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Commission on the Status of Women

Community Meeting May 23, 1984

Position Statement

VIOLENCE AGAINST WOMEN

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COMMUNITY MEETING MAY 23, 1984

LIST OF ATTENDEES

Sheryl Abbedato
Jewell Becknell
Lynne Beeson
Margarita Benites
Bev Bergman
Andre Brauer
Angela Brumbera
Valerie Bush
Laura Campbell
Carolyn Cappin
Jeanne Casatelli
Yvonne Clearwater
Coalition of Labor Union
Jeanne Comaskey
Sylvia Correro
Gwen Craig
Catherine Dodd
Vickie Driver
Tricia Foster
Ann Gyll
Patricia Hamilton
Pat Hastings
Don Hesse
Barbara Hirsh
Susan Houseman
Beth Hughes
Marty Kashuba
Margaret Kisliuk
Janice Kohler
Karen Langsley

List of Attendees continued:

Mary Larkin
Eleanor M. Le Cain
Tony Macante
Alayne Marcarnak
Carolene Marks
Patty Mar
Adela Marquez
Terri Martensen
Sholey McGaffer
Cynthia Meal
Maria Medina-Serafin
Mary Moht
K. Deborah Morrisson
Kathleen Murray
Pat Norman
Chris Nunez
Esther Orioli
Michael Panagopoulous
Maureen Rafferty
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Val Robb
Mary Etta Ruley
Carole Shein
Esta Soler
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Lucinda Stone
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Comparable Worth:	Barbara Squires, Chair, Publicity Committee
Health:	Gladys Sandlin, Chair, Childcare Committee
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Race/National Origin Discrimination:	Dorothy Lathan, Commission Vice-Chair; Chair, Minority Women's Committee
Violence Against Women:	Linda Eberth, Chair, R.A.P.E. Coalition Sue Martin, Chair, Legislative Committee

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